

D/ICS
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The Director of Central Intelligence

Washington, D.C. 20505

Intelligence Community Staff

ICS 82-3376
26 March 1982

MEMORANDUM FOR:

[Redacted]

DCI Area EEO Officer

VIA:

[Redacted]

Director, Intelligence Community Staff

FROM:

[Redacted]

ICS EEO Officer

SUBJECT:

1982 Affirmative Action Plan

30 MAR 1982

Attached please find the 1982 Affirmative Action Plan for the Intelligence Community Staff.



Attachment:
As Stated

SUBJECT: 1982 Affirmative Action Plan

Distribution: (ICS 82-3376)

1 - DCI Area EEO Officer
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1 - AD/OP
1 - C/AS
1 - OCC [redacted]
1 - ICS/EEO Officer [redacted]
1 - ICS Registry

STAT
STAT

ICS/EEO Officer [redacted] (26 Mar 82)

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1982 Affirmative Action Plan
for
The Intelligence Community Staff

1. Ensure that advance work plans of managers and supervisors include their responsibilities to equal opportunity and affirmative action.
2. Ensure that all managers and supervisors realize, fully understand, and maintain a high level of awareness of their responsibilities to equal opportunity and affirmative action through a combination of the following actions.
 - a. Conduct meetings with staff members including managers and supervisors utilizing films, speakers, and discussion leaders.
 - b. Provide training for staff managers and supervisors using the facilities of the Office of Training and Education. Training to consist of courses covering EEO, human relations, and personnel management.
3. Monitor the development (training, rotations, job experience opportunities etc.) of minorities and women to other employees. If there appears to be a disparity, take steps to create realistic development opportunities where they are lacking.
4. Develop objectives that focus on internal development opportunities for clerical and technical employees. Consider creating bridge jobs. Sponsor periodic sessions for ICS clericals.
5. Examine the possibility of employing for the ICS a Summer Fellow from the Urban League Summer Fellow Program, if there is a match between applicants and projects.